

# 2003 ANNUAL REPORT



## 40 YEARS OF SERVICE

*"I am pleased to send greetings to the Federal employees celebrating the 40th anniversary of the Federal Executive Boards. Our Nation depends on the hundreds of thousands of Federal employees who work to ensure that government functions effectively. These dedicated men and women deliver services that are important to our communities and to our way of life."*

President George W. Bush

Federal Executive Boards were created in 1961, however, the Los Angeles community did not have an FEB until 1963. At that time, Robert Kennedy, the Attorney General, Department of Justice, offered to fund the LA-based FEB and they remained LA's sponsor until March of this year. Within DOJ, the FEB staff were assigned to the Immigration and Naturalization Service, which became part of the Department of Homeland Security this past year. Consequently, the LA FEB has now joined America's newest Department for what we hope to be another exceptional 40 years.

Although FEBs were created over 40 years ago, they are even more relevant today. The concept of intergovernmental collaboration is no longer just a wise choice, it has become necessary as a matter of survival.

In fact, FEBs were born out of necessity! When it was discovered that communications between Washington and the field needed improvement and interagency cooperation was weak, FEBs were created to fill this void. To assist the local agencies to collectively work together on matters that converge and cross agency lines. There are countless opportunities to work together to pool experience and resources in order to improve communication,

understanding and produce cost savings.

Today the same principles hold true. The best possible place to promote cost savings, coordinate resources, support communities, solve problems and solidify communication is at the **beginning**, in the field with the citizens.

*"For the people,  
by the people."*

In keeping with these principles, during the past 40 years the Greater LA FEB has made some significant contributions to the local community, helped to problem solve and achieve goals that were once thought impossible.

*"Although each executive agency and its field organizations have a special mission, there are many matters on which the work of the departments converge. Among them are management and budgetary procedures, personnel policies, recruitment efforts, office information duties, and similar matters. There are opportunities to pool experience and resources, and to accomplish savings. In substantive programs, there are also opportunities for a more closely coordinated approach in many activities."*

President John F. Kennedy, 1961  
--letter establishing FEBs

Here are a few examples of how the LA FEB has touched the lives of many here in the southland and the nation over the past 40 years:

- **Emergency Preparedness** - Southland Fires 2003, 9/11 Security Coordination, 1994 Northridge Earthquake, 1992 Civil Unrest, Intergovernmental Communication, Emergency Credentials, Emergency Contact & Dismissal, Designated Official Training, Continuity of Operations Plans, Occupant Emergency Plans
- **Human Resources** - Locality Pay, Recruitment and Retention, Job Fairs, Workplace Information, Public Service Awards, Workers Compensation, Telecommuting and Flexiplace, Alternative Work Schedules, Veterans Programs, Health Issues & Fairs, DV and WP Violence
- **Cost Savings** - Alternative Dispute Resolution, Shared Mediation, FedSource (Formerly CASU), A-76 and Outsourcing, Shared Training, Shared Resources
- **Community** - Combined Federal Campaigns, Blood Drives, Savings Bonds, No Child Left Behind, Computers for Schools, Teaching as Second Career, Mentoring
- **Environmental** - Electrical Crisis, Smoke Free Environment, Federal Emergency Management Program, America Recycles Day, Earth Day, Ride Share, Air Quality

**Just to name a few . . .**

# Influencing Others to Work Together

## Board of Directors

**Chair:** Ramon J. Reevey, Veterans Affairs, Long Beach Healthcare System

**Chair-Elect:** Alonza E. Cruse, Food & Drug Administration

**Vice-Chair:** Linda Petersen, Office of Personnel Management

### Directors

**Major General Brian Arnold,** USAF, HQ Space & Missile System

**James Christy,** Bureau of the Census

**John Heinrich,** Border and Customs Protection

**Ron Iden,** Federal Bureau of Investigation

**Donald Kincaid,** Alcohol, Tobacco, Firearms and Explosives

**Marion Larkins,** Social Security Administration

**Stewart Liff,** Veterans Affairs, Regional Office

**Captain Robert "Rusty" Mirick,** USN, Naval Weapons Station, Seal Beach

**Philip Montez,** Commission on Civil Rights

**Olophius Perry,** Equal Employment Opportunity Commission

**Tom Reid,** Dept. of State, LA Passport Agency

**William Serafine,** Defense Contract Audit Agency, WR

**J.E. (Jim) Slade,** Bureau of Prisons, Victorville Federal Penitentiary

**Sandra Sutton,** Small Business Administration

**Sally Thompson,** General Accounting Office

**Raymond Vaudo,** Internal Revenue Service, SB/SE

**William C. Withycombe,** Federal Aviation Administration

**Immediate Past Chair:** Robert Gurrola, Dept. of Treasury

### Ex-Officio Members:

**Al Herrera,** Office of Personnel Management

**Peter Glading,** General Services Administration

**Emeritus Members:** Louise Oliver & Sakae Hawley, Co-Chairs, Retired Federal Leadership Council

## Chairman's Greetings

What an honor to serve as the FEB Chairman as we celebrate our 40th Anniversary! This year, the nation also celebrated another significant 40th Anniversary—the "March" on Washington, D.C., which launched the *National Civil Rights Movement*. Although seemingly dissimilar events, there are many similarities between this event and the creation of FEBs.

In 1963, many groups within society where missing opportunities by not working together toward a common good. As Martin Luther King, Jr. said: *"We must learn to live together as brothers or perish together as fools."*

The caption that begins this page captures the essence of FEBs. *Influencing Others to Work Together*.

But for the FEB, there is no organization that's mission is to bring together people and groups to serve others. The

genius behind the creation of FEBs lies in the fact that they are not aligned with any one agency and are able to reach across government at all levels to help break down organizational barriers, encourage collaboration, sharing of resources and enhanced services to the public.

The 1963 "March" was indeed an historic event that brought together many diverse grass-roots groups operating in their own communities to bring about change. By working together, they achieved something far greater than any could have achieved alone. Together, they achieved greatness and changed our world.

Federal Executive Boards are the Federal grass-roots entity that brings together the many different government organizations who each have important and



**Ramon Reevey,** Director, Long Beach Healthcare System, Department of Veterans Affairs, 2003 FEB Chairman

separate missions. Individually they perform their missions well—by joining together they can achieve more!

I hope that we will one day learn the true value of working together by emphasizing our similarities, not our differences, and reaching out beyond our individual agency or our own group and become engaged in the FEB.

## Vision, Mission, Goals...

**Vision:** The Greater Los Angeles Federal Executive Board will become public service leaders' preeminent source for brokering inter-governmental initiatives.

**Mission:** The Greater Los Angeles Federal Executive Board is the catalyst for

developing partnerships to coordinate intergovernmental cooperation and to advance local and national initiatives.

### 2003 Goals:

(1) Enhance recruitment and retention capabilities

of Federal agencies.

(2) Facilitate the development of communication tools to prepare for and respond to disasters.

(3) Increase the availability of local low cost leadership training.



## HOMELAND SECURITY IN THE LA AREA

During this past year, the Los Angeles Federal Executive Board diligently sought the involvement of local Federal and community leaders to work together toward improved security and safety for our citizens. The need to share information and communicate more effectively has become absolutely critical to increasing our local security efforts. We must continue to combine our knowledge, expertise and resources to achieve the maximum results.

Capitalizing on everyone's "new found" desire to work together, the FEB has sponsored and/or hosted several programs designed to enhance our local preparedness abilities. These programs include the following:

- Maintained the LA Department of Homeland Security (DHS) Transition Forum and shared information with new leaders of the local DHS departments and provided input to DHS national policymakers

- Developed and distributed a DHS Essential Partners List of area organizations and groups that will be beneficial to DHS.
- Developed the first certified training course for all Designated Officials and Property Managers. This training was presented in partnership with FPS and GSA. This program was featured in a Federal Times commentary.
- Assisted in developing a National strategy for FEB Emergency Preparedness procedures.
- Developed and maintained a 6 county area data base of local public safety contacts for employees to know whom to call depending on where they reside or work.
- Hosted a "Homeland Security In LA: Together We Prepare" conference in partnership with the American Red Cross
- Continued our enduring partnership with the State of California Office of Emergency Services, attend Regional Manage-

ment Bureau Meetings, encouraged agency use of their on-line Regional Incident Management System (RIMS)

- Increased Federal agency participation in the LA County-wide Disaster Exercise planning process (exercise rescheduled due to fires)
- Briefed the Orange County Office of Emergency Management
- Offered On-Site Responders Anti-Terrorism Training
- Arranged for a National Disaster Medical System Briefing for LA DHS Forum
- Provided assistance with the Homeland Security and the banking industry conference assistance
- Assisted the Southern California Association of Governments (SCAG) with Federal Infrastructure information

### Southern California Fires

As Southern California was experiencing the worst firestorms in our history, the FEB office was contacted by many area agencies for guidance. FEBs communication network and critical knowledge can rapidly connect interagency government resources to meet the Federal community needs at the local level. In Washington, D.C. the

FEBs become the focal point to assess the Government-wide impact of the emergency.

Although San Diego is beyond the FEB's primary jurisdiction, calls were received from agencies in that locale and efforts were made to contact our Federal Family to the South. As part of the recovery ef-

forts, the FEB arranged for the Federal Em-

ployee Education and Assistance Fund to establish a fund to provide assistance to Federal employees and their families affected by the fires. \$35,000 has been raised to date, to apply for assistance visit [www.feea.org](http://www.feea.org). In addition, on behalf of the agencies in the affected counties, the FEB received a waiver from the Office of Personnel Management to allow for special solicitations in the workplace to raise funds to help fire victims.

*"Thanks to the FEB for your kind outreach. The victims fund is a wonderful gesture." Jeff Griffin, FEMA Regional Administrator*

### PUBLIC SERVICE PROFESSIONAL DEVELOPMENT SERIES

This series addresses the mutual professional development demands identified by our public service partners located throughout the Greater Los Angeles Area. Joining together to focus on mutual training requirements allowed us to offer specialized courses for public service employees. This uniquely tailored series consists of six "showcase"

seminars suitable for all levels of public service employees. Through these partnerships, we maximized our ability to provide low-cost high-quality training. This series offered flexibilities not available in most long-term training programs. Agencies could send one person to all six seminars or send six different employees to the seminar most needed

for their personal development. In addition to development tools, agencies used the series tickets as incentive awards. During its first year the series received exceptional feedback on the caliber of training.

The second PSPD Series kicked-off to an almost sold out audience on November 20, 2003.



## STRATEGIC MANAGEMENT OF HUMAN CAPITAL

President George W. Bush's President's Management Agenda (PMA) is a bold strategy for improving the management and performance of the Federal government. Although FEBs work in support of all five government-wide goals, we've chosen to highlight our accomplishments with the Human Capital Initiative.

Federal agencies in the Los Angeles Area area experiencing high turnover due to retirements and relocation to more affordable cities. The FEB has created a Human Capital Forum where information and best practices are shared amongst local human resource managers. With a very small Office of Personnel

Management (OPM) presence in the LA area and many agencies' servicing personnel offices located in other states, having a cadre of local personnel specialists to provide support has been invaluable.

The FEB utilizes this forum and FEB agencies to respond to request for speakers to promote employment with the Federal Government.

The FEB office also serves as a clearinghouse for agencies who want to give their vacancies broad distribution, at-risk employees who are being adversely impacted by downsizing in their agency, and a resource for one-on-one career counseling for both current and pro-

spective Federal employees.

LA hosted the first of OPM's Recruitment Fairs. The FEB also recruits Federal employees to serve as assessors for the Presidential Management Intern Program. The Federal Government's most precious resource is our people and the FEB is pleased that the Administration has recognized the connection between investing in Federal employees as the way to enhance the performance of the Federal Government.

*To learn more about the PMA visit [www.results.gov](http://www.results.gov)*

## DON'T HESITATE—MEDIATE!

The FEB Shared Mediator Team (SMART) Program completed its second year with great success. The program continues to arrange for Alternative Dispute Resolution (ADR), to resolve local workplace disputes effectively, efficiently, and at reduced costs. The mediators are volunteers from various Federal agencies and locally trained mediation professionals who contribute their services to the program which allows the me-

*"Mediation seems to better address the root causes of workplace problems" SMART User*

diations to remain FREE to the agencies. SMART promotes intergovernmental collaboration as well as establishing a unique partnership with the Equal Employment Opportunity Commission to handle selected cases.

SMART is preparing to certify new mediators and re-certify existing mediators during a 3-day training to be held in January 2004. Our highly experienced senior mediators will continue to provide mentoring to less experienced, Jr. mediators in order to fine tune their mediation skills.

This past year, the SMART program mediated 31 cases representing 15+ different Federal agencies. The overall resolution rate for the cases was 58% and the dollars saved by the agencies was \$1,250,000. Although not all the cases result in full settlement, the greatest success of the program is that relationships and communication between those involved in the process are greatly improved. *The earlier the mediation takes place - the greater the cost savings.*

For more information visit our website.

## FEDERAL EMPLOYEES ARE VERY GENEROUS

The generosity of Federal employees is not well known. The Combined Federal Campaign, which is the only authorized workplace giving program for the Federal Government raises more than \$250 million nationwide. In the Greater

Los Angeles Area, Federal employees give more than \$5,400,000 in donations each year.

These contributions are **100% employee funds**. When you read in the newspaper about collections from corporation's

workplace giving programs, the amounts reported include employee contributions and corporate funds. Thank you Federal employees for your high level of giving.





## THE COLLEGE FEDERAL COUNCIL OF SOUTHERN CALIFORNIA IS BACK!



With the large number of retirements anticipated in the next few years, succession planning and the ability for Federal agencies to employ high quality college graduates is critical. To assist Federal agencies with outreach to colleges/universities, the FEB joined with two organizations; one new and one with a rich history of outreach with academia.

The Partnership for Public Service, a non-profit organization which was created in 2002 to (1) inspire a new generation to serve, (2) transform the way government does business and (3) assure the nation a Federal Government equipped to deal with the most

pressing issues of the day. ([www.ourpublicservice.org](http://www.ourpublicservice.org))

The College Federal Council of Southern California was established in 1947 to attract high quality college graduates to work for the Federal Government. For more than 50 years, the Council had served as a vital link between Federal agencies and colleges/universities in Southern California. Through the years the membership consisted of Federal officials, college and university administrators, faculty members, career center personnel and interested parties. As the Federal Government was downsizing, the Council became dormant. The current Presi-

dent of the Council is Ray Vaudo of the Internal Revenue Service. He may be reached at [Ray.A.Vaudo@irs.gov](mailto:Ray.A.Vaudo@irs.gov).

The Council's reactivation was launched in May with a presentation from The Partnership for Public Service to more than 20 colleges/universities throughout the Southern California area. As a result of this combined effort, almost 20 campus-based programs and forums were created where Federal agencies were given an opportunity to interact with students and encourage them to **Work for America!**



## Potpourri of FEB Projects for 2003

- Encouraged the community to "Support Our Troops" by providing a Banner on the FEB Homepage which includes numerous links for programs and services available.
- Hosted GSA Section 508: Accessibility Requirement for Acquisition of Information Management, Equipment and Services Training Session.
- Provided GSA with Premiere Lodging Contract Support
- Hosted Department of Labor Office of Workers' Compensation Program.
- Served as Project Coordinator for the Department of Labor Office of Contract Compliance Program's new Customer Service Initiative.
- Served on the National Veterans Day Concert Planning Committee.
- Highlighted local Federal Agency accomplishments through submissions of articles for *The Public Manager's Beyond The Beltway Series*.
- Continued to be a recognized community leader in training and awareness on Domestic Violence and its impact on the Workplace
- Promoted diversity through our partnerships with organizations such as Blacks in Government, IMAGE, Federally Employed Women, and many other community partners.
- Provided member agencies with support and referrals on a variety of topics.
- Provided general Federal guidance and customer service to the public
- Celebrated Public Service Recognition Week.
- Provide support and guidance to 17 Combined Federal Campaigns.
- Continued to collaborate with Schools and Youth Development programs.



## FEB CHAIRMAN MAKES HISTORY IN THE 23RD NATIONAL VETERANS WHEELCHAIR GAMES

In addition to serving as the Chairman of the FEB, Ramon Reevey was the host for the 23rd Annual Veterans Wheelchair Games. **This is the first time a VA director has ever competed in the Games.** Not only did he compete, but he earned 2 bronze medals; one for Billiards and the other in the Air Rifle competition.

The FEB was a sponsor for the games and recruited many Federal employees to work as volunteers. Those involved with the games were humbled and inspired. Athletes come to the Games for a number of reasons. Many arrived at the games looking for competition and camaraderie.

Volunteers quickly learned that athletes who use wheelchairs can do everything able-bodied athletes can, they just do it differently!

"I've always wanted to compete, but the opportunity always seemed wrong," said Reevey. "There were health reasons, work reasons." Reevey began his involvement with the VA as a patient at the Long Beach VA Medical Center in 1968. He returned to school shortly afterward and received degrees in hospital administration from both Cal State and UCLA. After

working in VA facilities from Newington, CT to Las Vegas, NV, Reevey returned to his roots in Long Beach.

"Long Beach has always been very special to me," Reevey said. "When the opportunity came up to host the event in Long Beach, I had to take it." When given the opportunity to host the Wheelchair Games, he thought it was a chance of a lifetime!



Ramon Reevey competing in Billiards

## LEADERSHIP ASSOCIATES PROGRAM

The 25 participants of the Class of 2004 represent the 7th class to participate in the FEB's Leadership Associate Program. More than 125 alumni from the program, are among the ranks of the up-and-coming leaders in the Federal Government. The FEB

tracks the progress of the program's alumni and many have received promotions and comment that the skills they learned in the program helped with their upward mobility. Mentor Management Concepts guides the Associates through the process of

identifying a potential mentor and facilitates the match and provides guidance throughout the year to ensure the mentor experience is a positive one for both the Mentor and the Associate. Anyone interested in serving as a Mentor to future Associates are encouraged to contact the FEB office.

*"The Program was invaluable. It has given me more self-confidence in my professional as well as my personal life."*

*Class of 2002 Alumni*

## LOSING GROUND: CALIFORNIA HIGH COST OF LIVING BLUES

According to the California Association of Realtors, only **28% of California households are able to afford a median-priced home (\$376,260).** The minimum household income required to purchase a median-priced home was \$84,920. With the average Federal Salary in California being \$53,457 many

Federal employees serving the public in California cannot achieve the American Dream of homeownership. The proposed locality pay rates for 2004 have moved Los Angeles from one of the 3 highest locality pay areas to #5 (behind San Francisco, Houston,

**Federal Recruitment and Retention Report**  
The Federal Employee Recruitment and Retention Crisis:  
Failure of the Federal Employee Pay Comparability Act of 1996

New York, and Hartford, CT). The FEB continues to monitor Pay Reform and are concerned that locality pay and cost of living do not seem to be discussed. The FEB's 2001 report titled: *The Failure of the Federal Employee Pay Comparability Act* may be viewed at our website.

# Federal Agencies in Southern California



**Agriculture** (Forest Service & Food & Nutrition Service, Cooperative Medfly Prevention Release Program, Marketing Services Process & Products Branch)



**Commerce** (Bureau of the Census, Bureau of Industry & Security, Bureau of Export Administration, Commercial Services, Minority Business Development Agency, National Oceanic & Atmospheric Administration, National Marine Fisheries Service, National Weather Service)



**Defense** (Air Force, Army, Navy, Marines, Armed Forces Reserve Center, Army Corps of Engineers, Defense Commissary Agency - Western Pacific Region, Defense Contract Management-District West, Defense Contract Audit Agency, Defense Criminal Investigative Service, Defense Investigative Service, Defense Security Service, Document Automation & Production Services, Energy Support Center, Media Center, Military Entrance Processing Station, Office of Hearings and Appeals, Program Manager of Strategic System Programs)



**Education** (Office of Inspector General)

**Health & Human Services** (Food and Drug Administration, Federal Occupational Health)



**Homeland Security** (Federal Protective Service, Bureau of Citizen and Immigration Services, Bureau of Customs and Border Protection, Bureau of Immigration and Customs Enforcement, Coast Guard, Federal Emergency Management Administration, Office of Inspector General, Secret Service)



**Housing & Urban Development** (Civil Rights, Fair Housing Equal Opportunity Program, Homeownership Center)



**Interior** (Fish and Wildlife Service, National Park Service)



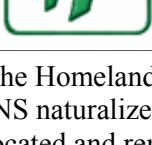
**Justice** (Bureau of Alcohol, Tobacco, Firearms and Explosives, Bureau of Prisons, Drug Enforcement Administration, Community Relations, Executive Office of Immigration Review, Federal Bureau of Investigation, Inspector General, U.S. Marshals, U.S. Trustee, U. S. Attorney)



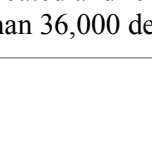
**Labor** (Employment Standards Administration, Office of Labor Management Standards, Pension-Welfare-Benefits Administration, Office of Federal Contract Compliance Program)



**State** (Diplomatic Security, Office of Foreign Missions, Passport)



**Transportation** (Federal Aviation Administration, Federal Transportation Administration/Federal Highway Administration, Office of Hazardous Material Enforcement)



**Treasury** (Internal Revenue Service)

**Veterans Affairs** (Regional Office, Veterans Integrated Service Network, National Cemeteries, Vet Centers)

## INDEPENDENT AGENCIES

Central Intelligence Agency \* Commission on Civil Rights \* Consumer Product and Safety Commission \* Corporation for National Service \* Equal Employment Opportunity Commission \* Environmental Protection Agency \* Export Import Bank \* Federal Communications Commission \* Federal Maritime Commission \* Federal Mediation & Conciliation Service \* Federal Trade Commission \* Federal Records Center \* Foreign Press Center \* General Services Administration \* Government Printing Office \* National Aeronautics & Space Administration (Jet Propulsion Laboratory, Dryden Flight Center & Inspector General) \* National Archives & Records Administration \* National Labor Relations Board \* National Transportation Safety Board \* Office of Personnel Management \* Peace Corps \* Postal Service (Postal Inspector) \* Presidential Offices (Gerald Ford & Ronald Reagan) \* Railroad Retirement Board \* Ronald Reagan Library \* Securities & Exchange Commission \* Small Business Administration \* Social Security Administration (Office of Hearings and Appeals) \* Voice of America

**JUDICIAL BRANCH** \* Bankruptcy Court \* District Court \* Court of Appeals, 9th Circuit \* District Probation \* Federal Public Defender \* Pre-Trial Services

**LEGISLATIVE BRANCH** \* General Accounting Office \* U.S. Senate & House of Representatives Field Offices

The Homeland Security Act of 2002 “retired” the **U.S. Immigration and Naturalization Service**. INS naturalized 18 million immigrants, helped prevent people from crossing our borders illegally, located and removed aliens who committed crimes after arriving in the U.S. For 112 years, more than 36,000 dedicated INS employees served as the *“Keepers of the American Dream.”*





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**Serving:** Los Angeles, Orange, Riverside,  
San Bernardino, Santa Barbara and Ventura Counties

**Population:** 16,428,000  
**Square miles:** 36,405  
**Federal Employees:** 125,000  
**28 U.S. Congressional Districts**  
**25 State Senate Districts**  
**40 State Assembly Districts**  
**187 City Governments**

**Federal Expenditures for this 6 County Area:**

Retirement & Disability:	\$21,707,871,000
Direct Payments:	\$14,132,352,000
Grants:	\$14,139,077,000
Procurement:	\$13,315,287,000
Salaries & Wages:	\$5,804,971,000
<b>Fiscal Year 2002 TOTAL</b>	<b>\$69,099,557,000</b>

**We're on the Web!**  
**[www.losangeles.feb.gov](http://www.losangeles.feb.gov)**

Thanks to FAA for supporting our web page!

## Composition, History, and Participation

**Composition:**

Similar to the President's Cabinet in our Nation's Capital, FEB membership becomes automatic and mandatory by virtue of the incumbent being the senior agency official within the FEB's geographic boundaries. The "LA Cabinet" consists of the highest ranking Federal leaders of approximately 185 Federal agencies located in the Greater Los Angeles area.

**History:**

A 1961 Executive Letter, signed by President John F. Kennedy, established Federal Executive Boards. FEBs were created to bring the Federal Government closer to the people we serve, be more responsive to local issues and serve as a conduit of information between the Executive Office of the President and Federal entities located outside of Washington, D.C. The City of Los Angeles was mandated to establish a FEB in 1963. Currently, 28 FEBs exist nationwide, the Los Angeles Federal community remains one of the largest in the United States.

**Participation:**

Involvement with the Federal Executive Board's programs is **not just for executives**. Although the senior agency representative is the actual member of the Board, member agencies are encouraged to allow employees at all levels within their organizations to serve as an FEB contact, participate in FEB activities and incorporate FEB shared services into their agency missions to provide maximum flexibility by working together to meet the needs of the public we serve.